The background of the slide is a photograph of a large, white, multi-story building with many windows. In the foreground, there is a large, dark, triangular monument with a white, winged figure (an angel) emerging from the top. The figure has large, spread wings and is holding a sword. The sky is blue with some light clouds. The text is overlaid on the image.

Air Force JROTC

Introduction for School Leaders

Colonel Chris Wheeler
Director, Air Force JROTC
Maxwell Air Force Base, Alabama



Overview



Develop America's Airmen Today ... for Tomorrow

AETC

- Background Information
- Program Components
- Program Benefits
- Roles and Responsibilities
- Keys to Success
- Starting a New Unit





AFJROTC Mission



Develop America's Airmen Today ... for Tomorrow



Mission: Develop Citizens of Character Dedicated to Serving Their Nation and Community

Goals:

**Instill Values Of Citizenship,
Service To The United States,
Personal Responsibility and Sense Of Accomplishment**

JROTC is NOT a Recruiting Program



AFJROTC History

Develop America's Airmen Today ... for Tomorrow



- 1911 - Founded by US Army
 - Non-compulsory cadet corps
- 1916 - National Defense Act
 - Formally established JROTC
- 1964 - ROTC Vitalization Act
 - All services directed to establish program
 - AF: 20 units by 1966
- 1991 - Congressional expansion
 - AF: 609 units
- 1999 – Congressional expansion
 - AF: 955 units by 2014



A longstanding partner with stable resources



AFJROTC Snap Shot (FY12)



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- **HQ AFJROTC, Maxwell AFB, AL**

- 30/35 Staff Members
- 4 Term Employees (FY13)

- **Oversight Responsibilities**

- 878 Units Spanning the Globe
 - 861 CONUS, 17 Overseas
 - ~1,900 Instructors
 - ~115,000 Students

- **AFJROTC Program Partners**

- 48 State Boards of Education
- 664 School Districts
- 878 High School Principals



Typical Unit: 1 Officer Instructor, 1 NCO Instructor, 135 Students



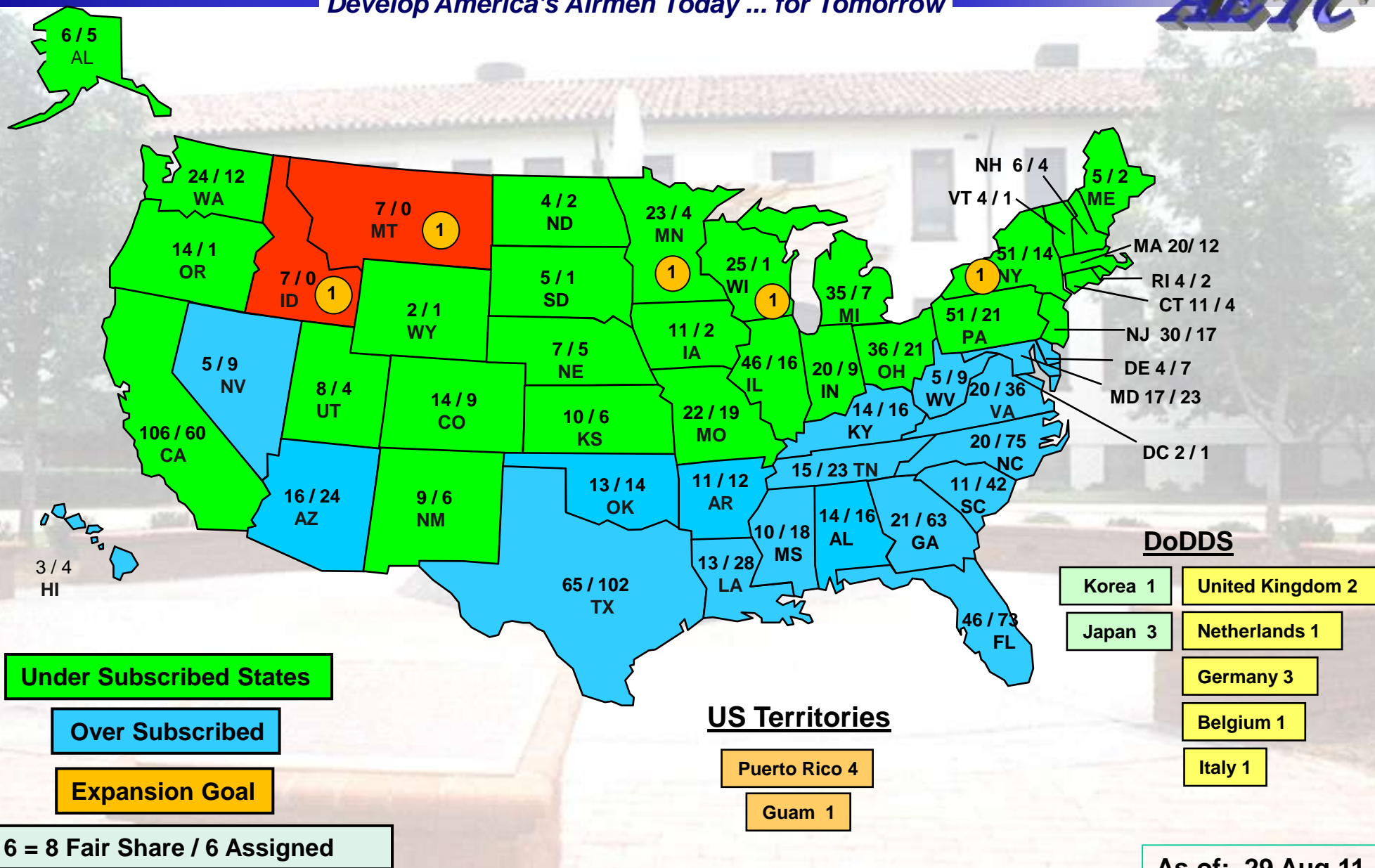
AFJROTC

Unit Distribution Map

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AETC





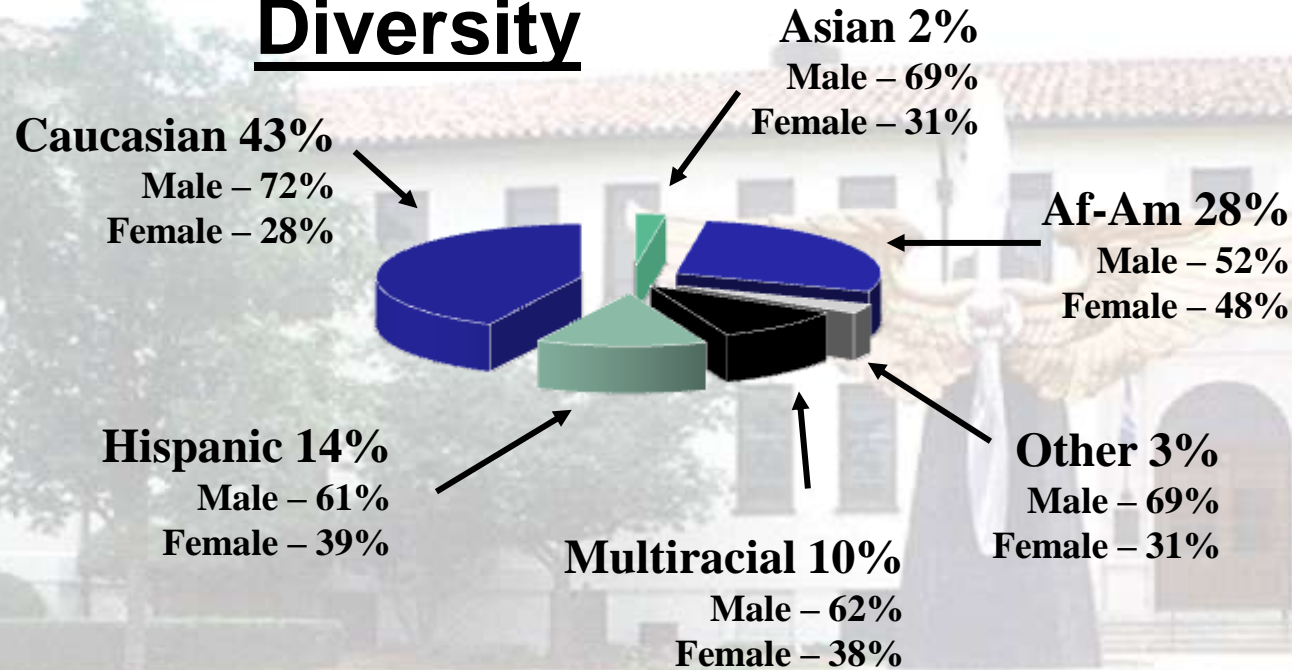
AFJROTC Diversity



Develop America's Airmen Today ... for Tomorrow

AFJTC

Diversity



Gender



National HS Diversity (2009 Data)

Caucasian	58%
African American	16%
Hispanic	20%
Asian	4%
Other	2%

As of: Dec 11



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AFJROTC Curriculum



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- 3- or 4-year program with minimum 120 contact hours per year
- Turn-key support, including technology
- Schools must teach AF-provided curriculum
- 40/40/20 combination of Aerospace Science (AS), Leadership Education (LE) & Wellness
 - Schools granting core credit may switch ratio to 60/40 – 20% Wellness not required



Aerospace Science

A Journey Into Aviation History

The Science of Flight

Cultural Studies: An Introduction to Global Awareness

Exploring Space: The High Frontier

Management of the Cadet Corps

Aviation Honors Ground School

Survival

Leadership Education

Citizenship, Character, and Air Force Tradition

Communication, Awareness and Leadership

Life Skills and Career Opportunities

Principles of Management

Standards-Based Curriculum, Based on 21st Century Learning Principles



Extracurricular Activities



Develop America's Airmen Today ... for Tomorrow

- Color Guard and Drill Teams
- Kitty Hawk Air Society
- Academic Bowl (SAT/ACT)
- Curriculum In Action (Field Trips)
- STEM kits
- Orienteering
- Newsletters/website/AV squad
- After-school tutoring/study groups
- Model Rocketry & Radio Controlled Aircraft Clubs
- Incentive flights in civilian and CAP aircraft
- CyberPatriot: Air Force Association sponsored on-line network-defense competition





Extracurricular Activities



Develop America's Airmen Today ... for Tomorrow

- Aviation Ground School
 - Survival Training
 - Marksmanship
 - Flight Simulators in Classrooms
 - Community Service Projects
 - Fitness competitions
 - CERT
 - Mentoring/outreach to middle schools
-
- All programs are optional & require principal approval



No limit to the great activities for cadets; limited AF funding available



Optional Summer Programs



Develop America's Airmen Today ... for Tomorrow

- Summer Leadership School (SLS)
 - Unit-hosted camps typically held for 1 week during summer;
They are not boot camp --They are a reward!
 - Teach team building and instill self-confidence
 - Locally-determined focus: drill, STEM, leadership and more
 - Your unit may attend an SLS hosted by another unit with school permission
 - Partially/Totally funded by Air Force
- Other Service JROTC/Civil Air Patrol Camps
 - Top cadets may compete to attend other STEM and Leadership camps



Summer activities are #1 cadet favorite and a great recruiting tool



Instructors



Develop America's Airmen Today ... for Tomorrow

- All JROTC instructors are school district employees and work for the principal
 - Must meet AF standards for fitness and professionalism
 - Must meet Principal standards for teacher performance
- Senior Aerospace Science Instructor (SASI)
 - Officer –AFJROTC Department Head, reports directly to principal
 - Is responsible for and manages the overall operation the unit
- Aerospace Science Instructor (ASI)
 - Usually Enlisted, but may be an Officer – works for the SASI
 - Normally teaches the Leadership curriculum



Instructor Qualifications



Develop America's Airmen Today ... for Tomorrow

- Retired military w/20+ yrs military training, education & experience
 - Officers (Colonel, Lieutenant Colonel, Major, Captain):
 - 100% have a Bachelors degree – 95% have a Masters+
 - 2-3 years of full-time study in military doctrine, leadership, etc
 - Enlisted (Chief/Senior Master/Master/Technical/Staff Sergeant):
 - Required to have min AA Degree; 90% Associates or Bachelors+
 - Graduated courses of study of leadership & management principles
- Specialized Junior ROTC Instructor Certification
 - Initial: Intensive 2-week course of instruction to include:
 - Instructional competencies, teaching methods, communicating effectively, developing lesson plans and learning objectives
 - Recertification every 5 years after initial certification
 - Intensive 1-week course – Professional Development: teaching techniques, curriculum, computer and web portal skills



Instructor Certification/ Course Credit



Develop America's Airmen Today ... for Tomorrow

- ESEA (formerly No Child Left Behind Act) requires “Highly Qualified” instructors to teach core academics:
 - “Highly Qualified” requires BA/BS and demonstrated competency
 - 100% officer instructors have a bachelor’s degree—95% Masters+
 - “Highly Qualified Paraprofessional” – 2 years of college or AA degree
 - Future Air Force certification will include:
 - Four college-level, distance learning education courses
 - DoE recognizes AFJROTC certification authority for JROTC instructors
- School administrations accept AFJROTC certification and DoE recognition of certification for elective credit
 - Must evaluate curriculum and instructor qualifications for core academic credit



Why JROTC Works



Develop America's Airmen Today ... for Tomorrow

- The military model: clear expectations, training, accountability produces self-discipline & achievement
- Carrots and sticks; mostly carrots
- Quality/experience/dedication of instructors
- Instructors are long-term role models/mentors
- Program is inclusive, provides a place for every kid
- Sense of belonging for the cadets—"like a family"
- Cadets belong to something bigger than themselves





When it all comes together



Develop America's Airmen Today ... for Tomorrow

"The AFJROTC is a program with one thing on its mind... a mission. A mission 'To Develop Citizens of Character Dedicated to Serving Their Nation and Community.' This program will prepare cadets (students in the corps) physically and mentally for the future as citizens of the United States. This is not just another program...it's a family. A family of marvelous, unique group of kids on an extraordinary learning experience. From leadership camps, drill competitions, dining ins, dining outs, military balls, air shows, even to helping out our community with football games, band concerts, cheerleading competitions, and not to mention our sincere hearts lending a hand to the victims of the hurricanes, Relay for Life for the American Cancer Society, and collecting school supplies for Iraqi children, with our fun-filled fundraisers. We are AFJROTC, inspired by our fallen troops, guided by our corps' values, and motivated by our ability to Never say 'CAN'T.' WE ARE THE FUTURE"

C/2LT Kimberly Tena, Junior and 3rd year cadet



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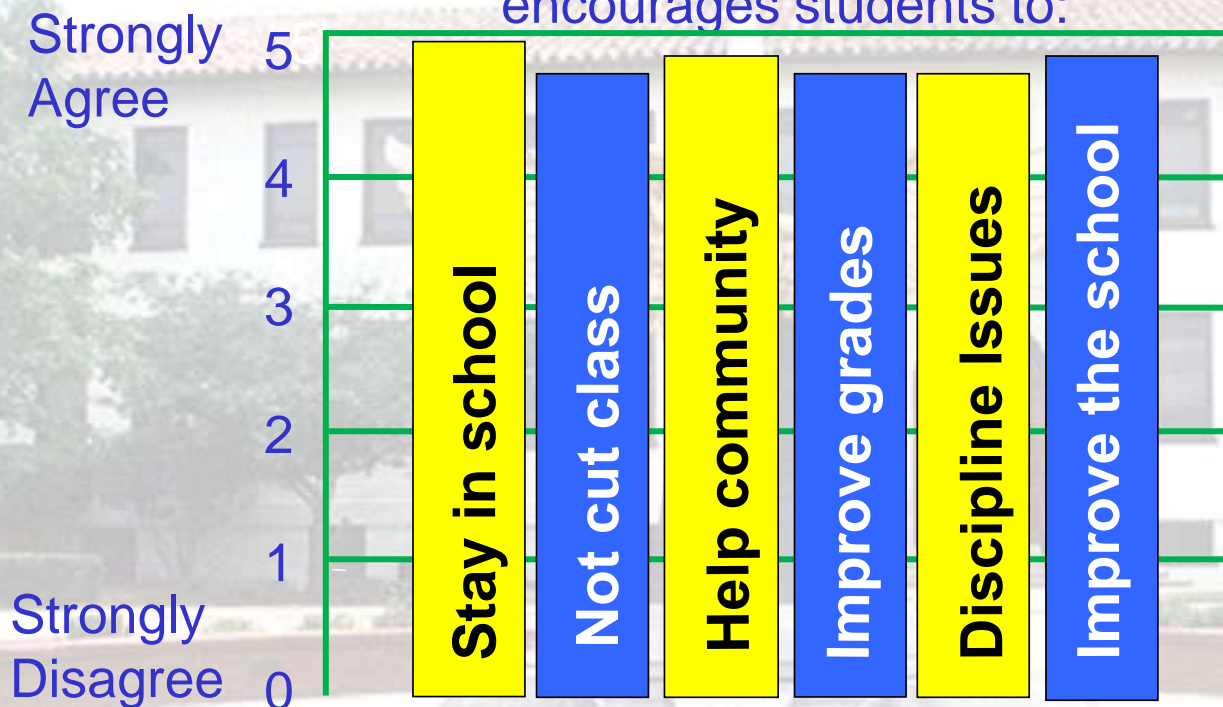
AFJROTC

Principal Survey (AY10-11)



Develop America's Airmen Today ... for Tomorrow

Principals say AFJROTC
encourages students to:



AY10/11
Survey
(Biannual)

Better Attendance 98%

Strongly Agree 83%

Somewhat Agree 15%

Lower Suspension Rate 93%

Strongly Agree 71%

Somewhat Agree 22%

Higher Grad rates 99%

Strongly Agree 90%

Somewhat Agree 9%

Builds Better Citizens 98%

Strongly Agree 93%

Somewhat Agree 6%

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AFJROTC Benefits



Develop America's Airmen Today ... for Tomorrow

- **Students: Platform for Success**
 - Gain confidence, self-discipline, sense of belonging, and leadership skills
 - Develop sound work/life skills
 - Resume builder for college
 - If they choose a military career may enlist at higher rank
 - can compete for Service Academy appointments and college scholarships
- **Schools: Force for Good**
 - Leadership partner for your mission
 - Increased community presence and engagement
- **Local Communities & Nation: Engaged Citizens**
 - 2.3M hours of Community Service AY 2010-2011



Only 4% of cadets enter military, but 100% can reap the benefits!



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AFJROTC Responsibilities



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- Screen, approve, certify/recertify, & decertify instructors
- Pay operating costs and co-pay instructor salaries
- Provide AV/IT equipment, supplies and uniforms
- Provide 120 hours of curriculum: texts, instructor guides and student workbooks
- Establish standards for unit operations and performance
- Assess unit performance and contract adherence
- Advice and support to instructors and school leaders



School Responsibilities

Develop America's Airmen Today ... for Tomorrow



- Adhere to all HQ AFJROTC policies and procedures
 - AF/School contract signed by district superintendent
- Grant academic credit toward graduation
- Conduct the program without discrimination
- Provide/maintain classroom, office, drill and storage facilities
- Hire AF-certified instructors (minimum of 1 officer & 1 NCO)
- Teach provided curriculum
- Maintain minimum enrollment
- Cost-share instructor salaries





School Responsibilities



Develop America's Airmen Today ... for Tomorrow

- Safeguard Air Force-provided uniforms, supplies, and equipment
 - Perform any required improvements to facilitate above
 - All provided items remain AF property
- Afford AFJROTC instructors same privileges as other faculty
- Allow use of school's LAN system, or provide internet access
- Allow only 9th-12th grade students
- Teach AFJROTC only at contractually-identified school





AFJROTC Instructor Pay



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- Each unit starts with 2 instructors – 1 officer / 1 enlisted
 - Additional instructors authorized with increased enrollment
 - Up to 150 = 2 // 151 to 250 = 3 // 251 to 350 = 4 //
- Minimum Instructor Pay (MIP) governed by U.S.C. Title 10
 - Contract obligation to pay school $\frac{1}{2}$ the difference between the member's retired pay and what their pay plus allowances would be if still on active duty
 - Minimum contract length 10 months - instructor negotiates contract length with school
 - Estimated 85% of instructors receive salary in excess of MIP
- Example:

AD Pay & Allowances for E-8 w/20+ years: \$6,500 month
Retired Pay for E-8 w/ 20+ yrs: \$2,500 month
Difference between AD & Retired pay: \$4,000 month MIP x 10
month contract = \$40,000
AF reimburses one half of MIP to school district: \$20,000
School district responsible for other half of MIP: \$20,000



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Keys to Success: School



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- Strong Principal: the boss, enforcer, evaluator
- Everyone's a recruiter—bigger is better
- Good rapport between instructors, administrators, faculty, guidance counselors, and school budget manager
- Be visible to the cadets and let them be visible
- Be in tune with environmental trends that may affect the health of the unit
 - Quickly identify issues or negative trends – let us help
- Ensure your Senior Instructor is a 'Department Head' and held accountable for outcomes
- Hire and support engaged instructors
 - Provide feedback, professional development and mentoring, ask us for help when they don't meet your standards



Keys to Success: Unit



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- Student-led program
- Strong Unit goals:
 - Recruiting/retention
 - Academic achievement
 - School/community service
 - Graduation, Discipline, Attendance, Tardiness
- Lots of activities: CIA, SLS, extracurricular options
- Booster club
- Parent Support





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New Unit Time-Line



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- By 10 April 2012, apply via internet
<http://www.au.af.mil/au/holmcenter/AFJROTC/ApplyforUnit.asp>
- 15 April-31 May—Air Force JROTC representatives schedule and conduct site survey
- 15 June 2012—Schools scored, ranked and forwarded to Secretary of the Air Force for approval
- Fall 2012—Advance notification of likely unit selection
- Spring 2013—Formal notification of unit selection
- Spring/Summer 2013—Instructors hired and trained
- July 2013—Unit activated



How To Start Strong



Develop America's Airmen Today ... for Tomorrow

- Get school board, PTA, community excited about JROTC -- we can help with this
- Explore funding early
- Prep facilities for site survey or have plans in hand
- Find a good place for JROTC in your curriculum/credit structure
- Assist with hiring process
- Visit/Partner with other JROTC units, ROTC units, Air National Guard for support and ideas



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AFJROTC

Points of Contact



Develop America's Airmen Today ... for Tomorrow

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AFJROTC Web Site: <http://www.au.af.mil/au/holmcenter/>

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We Make A Difference ...



One Student at a Time

One Faculty Member at a Time

One Idea at a Time

